



SNOW COLLEGE
OFFICE OF ACADEMIC AFFAIRS

To: Geoffrey Landward, Commissioner of Higher Education
 From: Michael Austin, Provost, Snow College
 Re: Snow College Peer Institutions

Snow College proposes a new set of peer institutions to be used internally for assessment, strategic planning, and salary comparisons and externally for benchmarking and comparison by the Utah System of Higher Education. Our current list of peer institutions consists of the following colleges, along with enrollment data collected from the most current IPEDS reports available:

Institution	State	Sector	Enrollment
Centralia College	WA	Public, 4 -year and above	2,277
Coconino Community College	AZ	Public, 2-year	2,535
North Idaho College	ID	Public, 2-year	4,296
Rogue Community College	OR	Public, 2-year	3,423
Santa Fe Community College	NM	Public, 2-year	3,266
Snow College	UT	Public, 4 -year and above	5,997
South Puget Sound CC	WA	Public, 2-year	3,788
SUNY Corning Community College	NY	Public, 2-year	3,786
Western Nevada College	NV	Public, 4 -year and above	3,582
Whatcom Community College	WA	Public, 4 -year and above	3,340

These peers were appropriate comparisons for Snow College ten to fifteen years ago, when Snow was smaller institution with a smaller budget, fewer students, and fewer faculty and staff. We are now, however, an extreme outlier on our peer group in enrollments and many of the enrollment-driven indicators. As such, it is difficult to measure our progress relative to our peers.

There are two other limitations to this peer group that we have tried to overcome with our revised institution list. First, it is an almost entirely regional list. Only one institution on the list, SUNY Corning Community College, does not come from the Western United States. Such a pronounced regional bias in a peer group defeats the purpose of truly national comparisons. Furthermore, only two other schools on this list (Rogue Community College and North Idaho College) are CUPA reporting institutions, which severely limits our ability to secure comparative salary data from our designated peers.

In selecting a new peer group, we examined more than 150 predominantly two-year colleges in the United States with the following criteria in mind:

1. Broad geographic representation with no more than two schools from any one state
2. At least two institutions from the previous list to ensure continuity
3. Institutions in rural, town, or small city environments
4. At least 25% of schools with some 4-year programs comparable to those at Snow
5. Snow near the median in enrollments and other size-related categories
6. At least 8 institutions consistently reporting CUPA salary data to give us the ability for meaningful salary comparisons

These considerations helped us create a peer group of twelve institutions from 11 states that includes eight CUPA-reporting schools. The median enrollment for the peer group in 2022 (the earliest year for which there is consistent IPEDS data) is 5,599 students, compared to Snow’s enrollment of 5,997. This peer group has been accepted by both the President’s Cabinet and the Faculty Senate and we respectfully request that it be acknowledged by the Utah State Higher Education system as well.

Institution	State	Sector	Total Enrollment	Degree of urbanization	CUPA
Butler Community College	KS	Public, 2yr	6,697	Town: Distant	
Casper College	WY	Public, 2-year and above	3,354	City: Small	YES
Central Oregon Community College	OR	Public, 2-year and above	4,155	City: Small	YES
Colorado Mountain College	CO	Public, 4-year and above	5,184	Town: Remote	YES
Delta College	MI	Public, 2-year and above	7,056	Rural: Fringe	YES
Mercer County Community College	NJ	Public, 2-year and above	5,821	Rural: Fringe	YES
Minnesota State Community and Techn	MN	Public, 2-year and above	5,282	Town: Remote	YES
Reedley College	CA	Public, 2yr	7,086	Town: Distant	
Rogue Community College	OR	Public, 2-year and above	3,423	Rural: Fringe	
Snow College	UT	Public, 4yr	5,997	Town: Remote	YES
SUNY Corning Community College	NY	Public, 2yr	3,786	Rural: Fringe	
Trinity Valley Community College	TX	Public, 4yr	5,362	Town: Distant	YES
Yavapai College	AZ	Public, 2-year and above	6,997	City: Small	YES
Mean			5,400		
Median			5,599		